

IAVCEI Early-Career Scientist Program Proposal

Background

During the IAVCEI 2013 conference in Kagoshima, Japan, an open invitation evening meeting was held to invite early-career scientists to discuss how IAVCEI could improve the support for this part of the community. This discussion was initiated on request by Prof Ray Cas in his role as IAVCEI president and supported by Dr Greg Valentine as the IAVCEI Committee Early-Career Advisor. The evening event started with presentations by Ray, Greg, Kathy Cashman and Steve Self, and was chaired by Charlotte Vye-Brown as the Early-Career Scientist Program co-ordinator with the support of Koji Kiyosuki, Sam Poppe and Jozua van Otterloo. The participants then formed a dozen breakout groups to discuss questions on:

1. Are you interested in the formation of an Early-Career Scientist Program in IAVCEI?
2. What would you like this to achieve?
3. How can IAVCEI support early-career scientists?
4. Are there specific events or activities that you would like IAVCEI to host?

Following the meeting, 66 of the participants went out for dinner and drinks in Kagoshima. We are very grateful for the contributions from IAVCEI Committee to this event and we hope that this is the first of many similar events in the future.

The following document presents a summary of the discussions at that event and represents the views of ~90 participants. We would like to solicit the views of the community, especially those that were not able to attend. Please either populate the VHub IAVCEI Early-Career discussion forum or email Charlotte Vye-Brown with your ideas and we will collate these for presentation to the IAVCEI Committee. The cut-off date for the initial draft of ideas is 11th October. However, we will continue to run this discussion thread so that we can shape the development of this group and activities for the future.

Summary

1. Are you interested in the formation of an Early-Career Scientist Program in IAVCEI?

The resounding feedback from the Early-Career evening event in Kagoshima was that there is a desire for the formation of an Early-Career Scientist Program or Working Group under the umbrella of IAVCEI to support scientists whether engaged in study, academic research or teaching positions, industry or operational positions. It was suggested that the working group is formed of regional representatives that could act as a point of contact for members, provide input to the group, and promote IAVCEI generally.

2. What would you like this to achieve?

Several work areas were identified as needs by this community that they would like an Early-Career Scientist Program to assist with or directly deliver:

Support career-development

- Hold workshops at meetings offering the opportunity to ask questions to higher level scientists in small groups or an online forum where questions can be asked in a blog
- Provide tips on CVs, job opportunities and writing a (successful) grant proposal



- Offer mentoring opportunities - with conference buddies/mentor for first timers at main conferences and an online forum
- Help to identify community relevant job opportunities - with a dedicated website advertising or linking to adverts for jobs and a post-doc advertising board at IAVCEI main and supported conferences

Form an active network to share resources

- Use facebook and twitter as informal ways to get practical information for this working group (IN PROGRESS)
- International funding opportunities and partnership information
- Produce an early career newsletter (ideally just before an IAVCEI conference) highlighting some research projects (in IAVCEI newsletter)
- Google hangout regularly
- Provide more information on the structure of IAVCEI with the commissions/unions (e.g., IAVCEI, AGU, EGU etc)
- Subject related listservs, websites and journals

Co-ordinate early-career specific activities and involvement in IAVCEI

- Push for opportunities for discussion after talks and an identifiable early-career poster slot – there is currently a lack of time in the schedule
- Involve early career scientists in convening sessions (IN PROGRESS)
- Get early career scientists onto commissions (IN PROGRESS)
- Hold an IAVCEI early-career specific workshop pre-conference to network and get feedback/advice on presentations

3. How can IAVCEI support early-career scientists?

Support can be provided by in-kind support of the activities mentioned in answer to question 2 and more tangibly to:

Support attendance of early-career scientists on fieldtrips through keeping mid-conference fieldtrips at conferences and supporting cheaper rates for longer, pre- and post-conference trips (and ensuring there is a choice of short duration trips) to encourage and enable early-career scientists to attend.

Provide grants to support travel and subsistence for early-career scientists to attend conferences.

Develop a mentoring network and encourage mid- and senior-career scientists to mentor and advise early-career scientists on topics from:

- dealing with the insecurity of short-term contracts
- career options and transferability between industry, academia and government careers
- maintaining a career in research and advice/support for young families, dealing with re-location and balancing family and work
- providing impartial career advice for difficult situations
- and to share experiences on career development



Develop resources such as an accessible database of IAVCEI PhD theses and a listing of early-career scientists to facilitate networking with specific research interests and links to VHub.

Encourage participation at conferences with language support for foreign students at meetings, support for people in countries with small in-country networks, identification of regional chapters or representatives to support networking and prizes for Early-Career posters and presentations.

4. Are there specific events or activities that you would like IAVCEI to host?

Specific **networking events** could be organised at conferences:

- **Social meetings** for IAVCEI Early-Career scientists at big conferences such as AGU, EGU, IMC, to provide networking and continuity in between IUGG and IAVCEI Science Conferences e.g. early-career scientist breakfast at IAVCEI
- **Career advice** at IAVCEI-hosted events including: Interaction with industry and how to build links, how to transition from academia to industry and back, women in science and career breaks e.g. through networking lunches
- Something like the AGU pizza and beer sessions with 30 seconds to stand up and introduce yourself / a problem from your research/say that you are looking for a job / advertise a post-doc
- **Web conferences** to support communication between early-career scientists and live participation in IAVCEI conferences and meetings
- Silent Disco!

In addition, the following events and activities were suggested:

- **Workshops** at IAVCEI meetings with presenters that are a mix of early-, mid- and late-career on: Public speaking tips, proposal writing, writing workshops, successful publishing (interfacing with journal representatives), supervisor relationships, networking tips, time management, project management, job vacancies, very early career tips
- **Outreach** at university level – regional or local chapters
- **Teaching** - TED analogue for IAVCEI; class material online
- **IAVCEI early-career prize/awards**

Proposal

We propose that a new Early-Career Working Group is established under the umbrella of IAVCEI. Early-career will not be defined strictly (but is generally viewed as within 10 years of completion of PhD) and will be open to all IAVCEI members who view themselves as early-career i.e. have yet to secure or are in the early years of holding a permanent job. We suggest that the working group be formed of a co-ordinator and team of regional representatives who collectively organise events, facilitate networking among members and support web-based dissemination of information.

